AVIATION ACQUISITION PROFESSIONAL CAREER DAY
4 April 2003

Discussion Topics

- Acquisition Professional Community (APC) Selection Board Information

- Acquisition Community Issues

- URL Aviation Career Path Discussion

- Q/A Opportunity
  - CAPT Joe "Killer" Kilkenny, P43/NPC
  - CAPT Andy Johnson, P447 Acquisition Advisor, NPC
  - CAPT Alan Moser, Executive Director, OCM
  - CDR (s) Dan Smith, NAVAIR Placement Officer

APC Board Takeaways

- **<u>APC Selection Board (Mar 18-19)</u>**
  - Select "best qualified" to fill Critical Acquisition Positions (CAP)
  - As in all boards, ensure record current
    - Ensure current photo on file
    - Ensure current FITREP on file
  - For APC board,
    - Ensure college transcript on file and readable
    - All acquisition certifications on file

APC Board Info

- **APC Selection Board requirements**
  - LCDR and above only
  - Education (bachelors degree)
  - Acquisition Training (level II)
  - Acquisition Experience (4 yrs)
  - For URL officers, O-5 Command Screen

APC Board Info

- **<u>Education</u>**
  - At least bachelors degree
  - 24/12 Semester hours in business or management related disciplines
    - If unsure, refer to DACM website – list of those courses that are considered to meet requirement
  - Also, if not sure, include transcript with application

APC Board Info

- ## **<u>Training</u>**
  - Complete at least Level II training
    - PMT 250 will be required for next board, in Program Management career field
  - If in class or near completion, update board prior to convening date
  - Include any fulfillment form, or class completion certificate if unsure if in record
    - Remember training does not equal certification

APC Board Info

- **<u>Experience</u>**
  - Four year requirement still valid
    - One year credit for education
    - Up to 18 months credit for time in O-5 Command
  - Initial review uses billet AQD to verify experience
    - Need to ensure all billets coded properly
    - If unsure, call P447 or community detailer

APC Board Info

- **<u>O-5 Commander Command</u>**
  - For URL officers only, requires selection for O-5 Commander Command for APC selection
  - May be screened or serving in command
  - Shore commands may count, often times a reflection of type of command and description of command responsibilities

APC Board Info

- **<u>Bottom Line</u>**
  - All areas are waiverable except for LCDR
    - Although multiple waivers are discouraged
  - Not a quota board, and "no harm, no foul"
    - May apply as often as desire
  - Encourage application, unlike SWO/SUB applicants, does not preclude consideration for at sea opportunities

Big Picture Items in acquisition community to discuss

APC Information – Members

	FLAG	CAPT	CDR	LCDR	TOTAL
APC MEMBERS					
BY DESIG					
1100	0	5	5	0	**10**
1110	7	53	23	0	**83**
1120	4	31	22	0	**57**
1130	0	2	2	0	**4**
1140	0	7	10	1	**18**
1200	0	0	1	0	**1**
1310	6	51	52	4	**113**
1320	0	25	30	3	**58**
1440	9	120	198	99	**426**
1460	0	0	0	5	**5**
1500	5	54	0	0	**59**
1510	0	21	129	82	**232**
1520	0	11	78	53	**142**
1527	0	2	10	20	**32**
1600	0	8	7	3	**18**
1610	0	3	1	1	**5**
1800	1	1	0	0	**2**
2100	0	2	0	0	**2**
2300	0	8	7	3	**18**
3100	11	140	274	148	**573**
5100	5	85	177	182	**449**
LDO	0	4	2	4	**10**
TOTAL	48	633	1028	608	**2317**

APC Information – CAP billets

	FLAG	CAPT	CDR	LCDR	TOTAL
		CAP BILLETS			
		BY DESIG			
1000	6	24	0	0	30
1050	10	13	3	0	26
1100	0	0	0	0	0
1110	3	31	9	0	43
1120	0	20	3	0	23
1130	0	3	3	0	6
1140	0	1	0	0	1
1200	0	0	1	0	1
1300	8	44	21	1	74
1310	0	3	13	0	16
1320	0	0	0	0	0
1440	20	108	26	0	154
1500	7	16	0	0	23
1510	0	48	77	0	125
1520	0	14	10	0	24
1600	0	4	1	0	5
1610	0	2	2	0	4
1630	0	1	0	0	1
1800	0	2	0	0	2
2100	0	0	1	0	1
2300	0	0	0	0	0
3100	15	69	47	0	131
5100	7	54	40	0	101
LDO	0	1	1	0	2
TOTAL	76	458	258	1	793

APC Issues Coming Up

- Training funding shortfall for FY03

- Web enabled training opportunities

- Continuous Learning reminder

- New career fields
  - System Engineering/Science and Technology Manager (AI)
  - Facilities Engineer (AF)
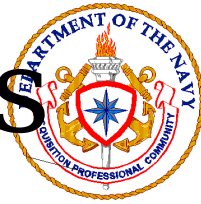
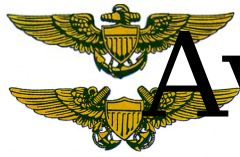# Lets talk Aviation Acquisition Community

Aviation AP (URL/AEDO/AMDO)

RANK	1310	1320	1500	1510	1520	TOTAL
O-10	0	0	0	0	0	0
O-9	0	0	1	0	0	1
O-8	4	0	2	0	0	6
O-7	2	0	2	0	0	4
O-6	51	25	54	21	13	164
O-5	52	30	0	129	88	299
O-4	4	3	0	82	73	162
TOTAL	113	58	59	232	174	636

Aviation APs comprise approximately 28% of AP community, or 640 (includes 4 AV LDO APC members) of 2,317 total acquisition professionals.

Aviation URL constitutes 37% of Aviation APs.

Aviation AP Critical Billets

RANK	1300	1310	1320	1500	1510	1520	TOTAL
O-10	0	0	0	0	0	0	0
O-9	1	0	0	0	0	0	1
O-8	2	0	0	3	0	0	5
O-7	5	0	0	4	0	0	9
O-6	44	3	0	16	48	14	125
O-5	21	13	0	0	77	10	121
O-4	1	0	0	0	0	0	1
TOTAL	74	16	0	23	125	24	262

Aviation APs billets comprise approximately 33% of AP community critical acquisition billets, or 263 (includes 1 LDO billet) of 793 total critical acquisition billets.
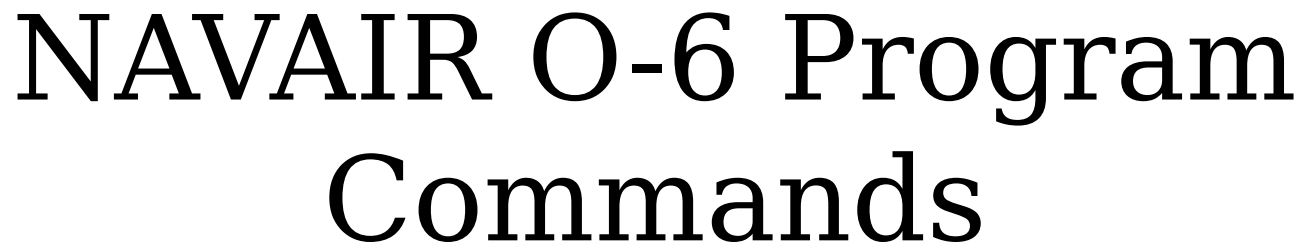
There are also approximately 55 critical acquisition billets which are coded 1000/1050 for general URL fills (includes 16 URL Flag billets)

NAVAIR O-6 Program Commands

PROGRAM	DESCRIPTION	INCUMBENT/NEXT	DESIG	PEO/FLAG	ACAT	CMD YRS	CY SLATE
PMA-208	AERIAL TARGET SYSTEMS	MR. HOGAN	GS	W		3	Apr-03
PMA-264	AIR ASW SYSTEMS	CAPT LOYER	1500 (10)	A		3	Apr-03
PMA-218	OPERATIONAL SUPPORT AIRCRAFT (**SEE NOTE**)	CAPT CODE (225) CAPT FRALEN (207)	1500 (20) 13XX	AIR-1.0	I I	3	Apr-03
PMA-281	CRUISE MISSILES COMMAND & CONTROL	CAPT HECKER	1500 (10)	W	I I	3	Apr-03
PMA-205	AVIATION TRAINING SYSTEMS	CAPT HOWARD	1500 (20)	AIR-1.0		3	Apr-03
PMA-275	V-22	COL SCHULTZ, USMC	USMC	A	I C	4	Apr-03
PMA-202	AIRCREW SYSTEMS	CAPT SMOLANA	USN	Air-1.0		3	
PMA-241	F-14	CAPT WILLIAMS	13XX	T		3	Oct-03
PMA-282	CRUISE MISSILES WEAPONS SYSTEM	CAPT SULLIVAN	13XX	W		3	Oct-03
PMA-248	TACTICAL TRAINING RANGES	CAPT GRAESER	1500 (20)	AIR-1.0	I I	3	Oct-03
PMA-273	T-45	CAPT WOOTEN	1500 (10)	A	I C	4	Oct-03
PMA-299	MULTI-MISSION HELICOPTERS	CAPT SHANNON	13XX	A	IC	4	Oct-03
PMA-209	COMMON AVIONICS	CAPT WILLIAMSON	1500 (10)	AIR-1.0	I I	3	Oct-03
PMW-101	MIDS	CAPT KOHUT	1500 (10)	T	ID	4	Oct-03
PMA-271	E-6	CAPT OKONIEWSKI	13XX	A	I I	3	May-04
PMA-213	AIR TRAFFIC CONTROL & LANDING SYSTEMS	CAPT RIESTER	1510	AIR-1.0		3	May-04

NAVAIR O-6 Program Commands

PRD	PROGRAM	DESCRIPTION	INCUMBENT/NEXT	DESIG	PEO/FLAG	ACAT	CMD YRS
Apr-05	PMA-263	UNMANNED AERIAL VEHICLES	CAPT SORENSEN	1510	W	II	3
Jun-05	PMA-276	H-1	COL ISLEIB	USMC	A	I D	4
Aug-05	PMA-260	AVIATION SUPPORT EQUIPMENT (CASS)	CAPT VANDENBERG	1500 (20)	AIR-1.0	II	3
Sep-05	PMA-261	H-53	COL MAZUR, USMC	USMC	A		3
Sep-05	PMA-202	AIRCREW SYSTEMS	CAPT SMOLANA	13XX	AIR-1.0		3
May-06	PMA-272	WARFARE	CAPT COUSINS	13XX	T	II	3
Jan-07	PMA-290	MARITIME SURVEILLANCE AIRCRAFT	CAPT EASTBURG	1510	A	ID	4
Jun-05	PMA-280	TOMAHAWK AUR	CAPT NOVAK	1500 (10)	W	I	4
Jun-06	PMA-251	AIRCRAFT LAUNCH & RECOVERY	CAPT BOWLING/**CAPT(S) MILLER**	13XX/13XX	AIR-1.0		3
Oct-06	PMA-259	AIR-TO-AIR MISSILE SYSTEM	CAPT STEWART	13XX	T	I	4
TBD	PMA-234	EA-6B	CAPT SCHEFFLER / TBD	13XX	T	II	3
Oct-06	PMA-231	E-2/ATDS	CAPT LABELLE	13XX	T	I	4
Apr-07	PMA-257	AV-8	COL HEINZ, USMC	USMC	A	I	4
Feb-07	PMR-51	LOW OBSERVABLES	CAPT KIEPE	13XX	ONR		4
TBD	PMA-201	CONVENTIONAL STRIKE WEAPONS	CAPT WIRT / TBD	1500 (10)	W	IC	4
TBD	PMA-242	DEFENSE SUPPRESSION	CAPT POWERS / TBD	13XX	W	IC	4
TBD	PMA-265	F/A-18	CAPT WIERINGA / TBD	1500 (10)	T	I D	4
UPDATED 31JAN03							
NOTE: (1) PMA-225 AND PMA-207 ARE CONSOLIDATED INTO SINGLE PROGRAM OFFICE, PMA-218.							

NAVAIR O-6 Shore Commands

PRD	PROGRAM	DESCRIPTION	INCUMBENT/NEXT	DESIG	PEO/FLAG	ACAT
Jun-03		NAES LAKEHURST	CAPT COUSINS / CAPT BATHRICK	13XX/13XX	NAWC AD	CO/XO
Jun-04		NAWC TRAINING SYSTEMS DIVIS	CAPT MOHLER / CAPT McCRACKEN	1500(10)/13XX	NAWC AD	CO/XO
Jul-04		NAWS CHINA LAKE	CAPT HNARAKIS/CAPT STORCH	13XX/1510	AIR-8.0	CO/XO
Aug-04	NADEP	CHERRY POINT	COL GUMBEL/COL REED	USMC/USMC	AIR-6.0	CO/XO
Aug-04		COMMANDER, TEST WING PACI	CAPT RABENS	1500(10)	NAWC WD	CO
Sep-04		NAS PATUXENT RIVER	CAPT SWANSON / CAPT HENRY	13XX/13XX	NAWC AD	CO/XO
Oct-04	NADEP	NORTH ISLAND	CAPT WOOLWAY /CAPT TRAINER	1500(20)/1500(10)	AIR-6.0	CO/XO
Dec-04	DCMA	SIKORSKY AIRCRAFT, STRATFO	CAPT HARDEE	1500(20)	DCMA	CO
Jan-05	DCMA	ST. AUGUSTINE	CAPT HOUGH	1500(20)	DCMA	CO
Dec-05	NADEP	JACKSONVILLE	CAPT YEAKEL/**CAPT BECK/CAPT SCANLAN**	1500(10)/1500(20)/151	AIR-6.0	CO/XO
Jun-05	DCMA	INC, FORT WORTH	COL JOSLIN, USMC	USMC	DCMA	CO
Jul-05		NAMTRAGRU, CNET	CAPT SMITH/**CAPT MOCK / CAPT CODE**	1500(20)/6330/1500(20	CNET	CO/XO
Jul-05	DCMA	ST. LOUIS	COL WEBER, USMC	USMC	DCMA	CO
Jul-05	DCMA	DCMA VAN NYES, CA	CAPT RAINWATER	1500(10)	DCMA	CO
Sep-05		COMMANDER, TEST WING ATLA	CAPT PHELAN	13XX	NAWCAD	CO
Aug-06	DCMA	LYNN	CAPT SIMMONSTREFETHEN/**CAPT BERGEY**	1500(20)/13XX	DCMA	CO

NAVAIR O-5 Shore Commands

PRD	PROGRAM	DESCRIPTION	INCUMBENT/NEXT	DESIG	PEO/FLAG	ACAT
Mar-04		HX-21(ROTARY WING)	CDR HARDISON / LTCOL DANEL	13XX/USMC	NAWC AD	CO/CTP
May-04		VX-31 (CHINA LAKE)	CDR BURRIS/CDR CHUBB	1510/1510	NAWC WD	CO/CTP
Jun-04		NAPRA ATSUGI	CDR DORN/CDR BORNO	1520/1520	AIR-6.0	CO/XO
Jun-04		VX-23 (STRIKE)	CDR RORKE/CDR REUTER	13XX/1510	NAWC AD	CO/CTP
Jun-04		VX-30 (POINT MUGU)	CDR KNUDSON/CDR BOURBEAU	1510/13XX	NAWC WD	CO/CTP
Jul-04	DCM	OWEGO	CDR WELLER	1510	DCMA	CO
Jul-04	DCM	BETHPAGE	CDR CALDWELL	1520	DCMA	CO
Jan-05		TEST PILOT SCHOOL	CDR BRASEL/**CDR SOHL/LTCOL KIHARA**	13XX/1510/USA	NAWC AD	CO/XO
Jan-05		NATEC	CDR VILLANUEVA/**CDR DISPENZIERI/CDR BEEL**	1520/1520/13XX	AIR-3.0	CO/XO
Mar-05	DCM	DCMA JAPAN	CDR FAZZONE	1510	DCMA	CO
Mar-05		NAMRA NAPLES	CDR LUKENBILL/**CDR DUNIGAN / CDR AINSWORTH**	1510/1510/1520	AIR-6.0	CO/XO
May-05		VX-20 (FORCE)	CDR BLACK/**CDR GAHAGAN / CDR WRIGHT**	1510/1510/1510	NAWC AD	CO/CTP
Jun-05	PMA-226	H-46/ H-53 FMS PROGRAM, CHERR	LTCOL BAUMAN, USMC	USMC	AIR-1.0	

URL Aviation AP

- Detailing Process through O-6:
  - APs select post DH or Post-O-5 Command
  - Limited opportunity for early acquisition tour
    - First JO shore tour - production/Aide/Edu
    - Second shore tour (year only) - JPME/Grad Ed
    - Post DH shore tour is primary window for acquisition tour but will compete with Joint/OPNAV/TYCOM Staff billets)
    - Joint/JSO requirements often take precedence our shore tours (FY04 Aviation Command Board)

URL Aviation AP

- Detailing Process through O-6:
  - Post O-5 Command entry into acquisition
    "looking for mid-career alternatives vice staying due course for major operational command"
  - Major Command Board will consider AP officer until slated for Major Program - until that point allows officer to select for both Major Operational and Major Program
  - Majority of APC officers are screened for Major Program elgible

URL Aviation AP

- Detailing Process through O-6:
  - O-6 detailing
    - APC members selected for Major Operational Command, traditionally do not return to acquisition workforce
    - O-6 screened for Major Program Manager detailed through close coordination with NAVAIR
    - If O-6 AP not in line for key acquisition position, these officers often fill a critical warfare community tour overseas/afloat
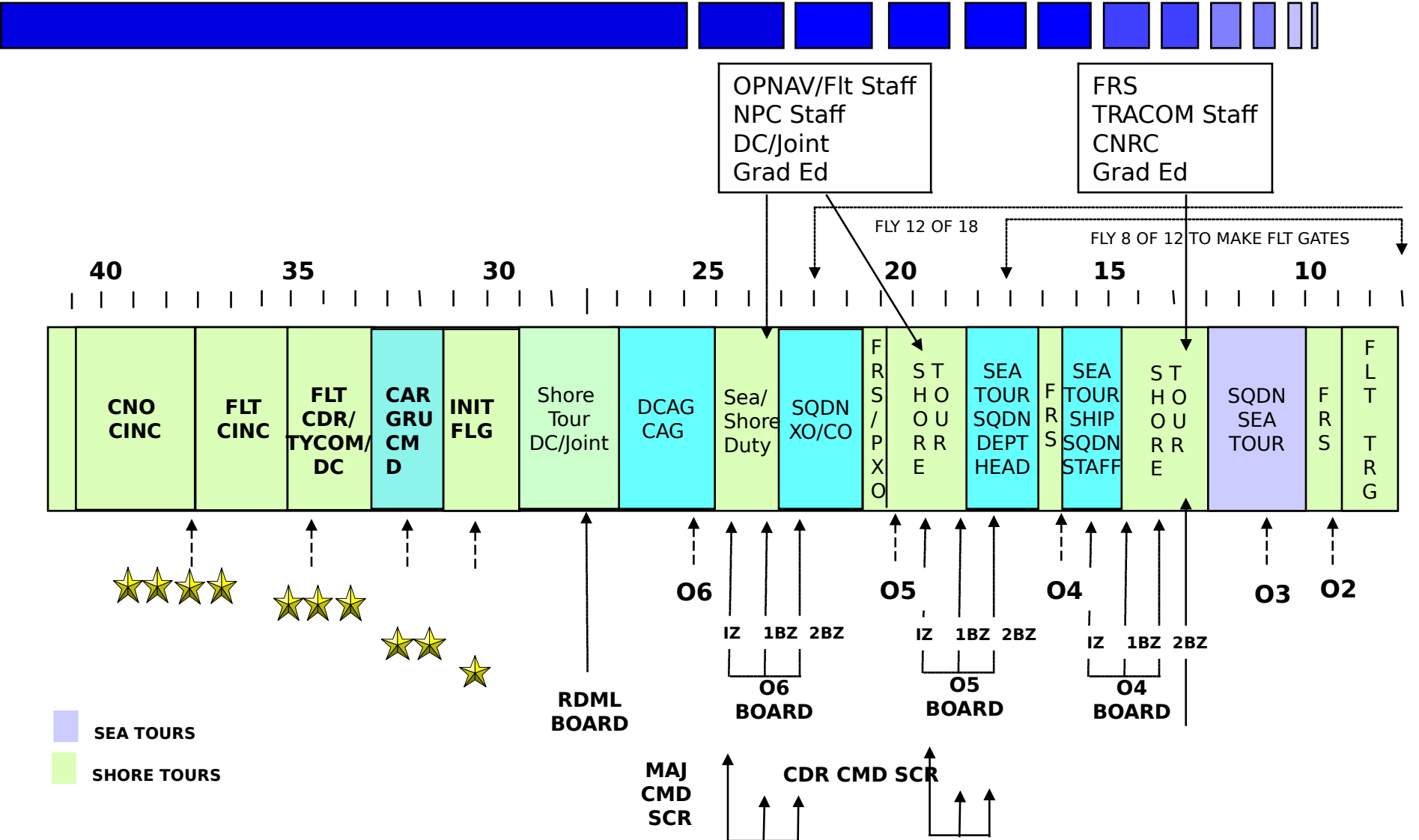
URL Aviation AP

- Detailing Process through O-6:
  - Major ACAT I/II Acquisition Programs
    - NAVAIR/ASN (RD&A) slates officers to major programs through competitive process which includes civilians, RL communities, and for some positions, USMC acquisition professionals
    - Majority of AP candidates who are competing for major programs are non Major Operational Command Selects

URL AVIATION
Nominal Career Path

OPNAV/Flt Staff
NPC Staff
DC/Joint
Grad Ed

FRS
TRACOM Staff
CNRC
Grad Ed

FLY 12 OF 18

FLY 8 OF 12 TO MAKE FLT GATES

40   35   30   25   20   15   10

| CNO CINC | FLT CINC | FLT CDR/ TYCOM/ DC | CAR GRU CM D | INIT FLG | Shore Tour DC/Joint | DCAG CAG | Sea/ Shore Duty | SQDN XO/CO | F R S / P X O | S T H O R E | SEA TOUR SQDN DEPT HEAD | F R S | SEA TOUR SHIP SQDN STAFF | S T H O R E | SQDN SEA TOUR | F R S | F L T T R G |

O6   O5   O4   O3   O2

IZ   1BZ   2BZ   IZ   1BZ   2BZ   IZ   1BZ   2BZ

O6 BOARD   O5 BOARD   O4 BOARD

RDML BOARD

MAJ CMD SCR   CDR CMD SCR

SEA TOURS

SHORE TOURS

URL Manning Issues

- URL shore manning shortfall of 1000 officers
- Competition for mid-career alternatives increasing (space, pol/mil, OA, FM)
- Competition for shore assignments requires prioritization
  - AP/JPME/Grad Ed
  - Major Staff/Joint and Navy Staff
- Requirements for Post-Major CAPTAINS exceed inventory

Summary

- Aviation Acquisition career path study ongoing:
  - Composed of CNAF, NAVAIR, NPC, OPNAV, and ASN (RD&A) representatives
  - Group to brief Av Flag Conf in May 03
  - Goal is to develop options to provide – "balance of sea/syscom rotation, with acquisition experience, among our aviation acquisition professionals"
  - Includes all aviation communities, not just URL

Questions?